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ABSTRACT

A discussion of sexual harassment on college and university campuses addresses a number of questions and issues: myths of sexual harassment; what is sexual harassment, how widespread is it, and why are women reluctant to talk about it?; sexual harassment and the law; is harassment a violation of Title VII of the Civil Rights Act (for employees) or of Title IX (for students)?; can an employer ignore complaints of harassment?; can damages be awarded to persons successfully claiming harassment?; Title IX and grievance procedures; and implications for institutions. A list of institutions that have worked on the issue and a bibliography are included. (MSE)

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Sexual Harassment: A Hidden Issue*

MYTHS ABOUT SEXUAL HARASSMENT*

Myth: Sexual harassment only affects a few women.

Fact: Several surveys have documented the widespread nature of sexual harassment. In one study, 88% of the respondents said they had experienced one or more forms of unwanted sexual advances on the job.

Myth: Sexual harassment is rare on the campus.

Fact: Women have only recently begun to talk about the long hidden problem of sexual harassment of students, staff and faculty. Fear of ridicule, and a sense of hopelessness about the problem and a feeling that it's a "personal" dilemma have kept the problem concealed.

Myth: Women should ignore sexual harassment when it occurs.

Fact: In one survey, 33% of those reporting sexual harassment tried to ignore the unwanted attentions. In 75% of these, the harassment continued or became worse. One quarter of the women who ignored the sexual propositions received unwarranted reprimands from their bosses or had their workloads increased.

Myth: If a woman really wants to discourage unwanted sexual attention, she can do so. If she's sexually harassed, she must have asked for it.

Fact: Many men believe a woman's "no" is really "yes," and therefore do not accept her refusal. Additionally, when a man is in a position of power, such as employer or teacher, the woman may be coerced or feel forced to submit.

Myth: Most charges of sexual harassment are false. Women use these charges as a way of "getting back" at a man with whom they are angry.

Fact: Women who openly charge harassment are often not believed, may be ridiculed, may lose their job, be given a bad grade or be mistreated in some other way. Women have little to gain from false charges.

Myth: Sexual harassment is not harassment at all. It is a purely personal matter between men and women. It's a fact of life.

Fact: When a woman is coerced by a professor or her employer, she is not always in a position to readily reject such overtures, or if she does, she may face adverse reactions. Several courts have ruled that sexual harassment on the job constitutes sex discrimination under Title VII of the Civil Rights Act, and in some instances have awarded damages to women. Whether sexual harassment against students constitutes sex discrimination under Title IX of the Education Amendments is now under litigation. Regardless of the legal outcome, students face a chilling climate for learning if sexual harassment is permitted or indirectly condoned.

*This section was adapted from a pamphlet "Sexual Harassment at the Workplace," published by the Alliance Against Sexual Coercion, P.O. Box 1, Cambridge, MA 02139.

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This paper could not have been prepared without the research and assistance of Margaret Scott, a student at the University of California at Berkeley, who was an intern with the Project.

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INTRODUCTION

- *A Yale undergraduate recently charged her political science professor with sexual harassment, alleging that he offered her an "A" in exchange for sexual favors. She refused, received a "C" in the course, and has since filed a lawsuit against the university.*

- *A senior communications major at a state university in California testified before the California State Legislature in 1973 that she knew of "at least 15 professors who offered students 'A's' for sex."*

- *A female cadet at West Point resigned from the military academy in 1977 after charging her male squad leader with improper sexual advances. The Academy dismissed her charges when the squad leader denied any wrongdoing.*

- *An administrative assistant at the Environmental Protection Agency (EPA) lost her job after refusing her boss' sexual advances. She sued, and the court ruled that sexual demands as a condition of employment are illegal. EPA settled out-of-court with a back pay award.*

- *A woman complained that her boss was continually embracing her shoulders and touching her arms and waist. When she protested, she was told that he was just being a "friendly fellow" and she, a poor sport.*

Often women have been quiet about the problem of sexual harassment, assuming that nothing could be done. Many believe it is their own personal dilemma or "women's lot." Some believe that they somehow caused it to occur or that they should have been able to avoid it. In recent years, the issue has begun to be discussed more openly as women have evaluated their positions in the workforce and on the campus. What emerges is a growing awareness of the scope and complexity of the problem, as well as an increasing number of court cases brought by women. Yale University has the distinction of being the first institution to be sued for sexual harassment of students.

WHAT IS "SEXUAL HARASSMENT?"

This paper focuses on male harassment of female students and employees, for in most work and academic settings, the majority of supervisors or professors are men.[1]

Sexual harrassment is difficult to define. It may range from sexual inuendos made at inappropriate times, perhaps in the guise of humor, to coerced sexual relations. Although there may be instances of students who initiate or encourage sexual activities with male professors, harassment is distinct from "acceptable" flirting; however, on occasion this line may be difficult to draw. Harassment at its extreme occurs when a male in a position to control, influence, or affect a woman's job, career or grades uses his authority and power to coerce the woman into sexual relations, or to punish her refusal. It may include:

- verbal harassment or abuse
- subtle pressure for sexual activity
- sexist remarks about a woman's clothing, body or sexual activities
- unnecessary touching, patting, or pinching
- leering or ogling of a woman's body
- constant brushing against a woman's body
- demanding sexual favors accompanied by implied or overt threats concerning one's job, grades, letters of recommendation, etc.
- physical assault

Because the male is in a position of authority, as professor, mentor, or supervisor, a woman, therefore, may be at great risk if she objects to the behavior or resists the overtures. It is this context which underlies the gravity of the problem of sexual harassment.

Whereas in rape cases, the man overpowers a woman with a weapon or threat of loss of life, in sexual harassment he overtly or implicitly threatens her with loss of economic livelihood, or with academic failure and hence loss of future livelihood. A woman cannot freely choose to say yes or not to such sexual advances. The fear of reprisal looms formidably for many women when deciding how to react to sexual harassment. To refuse sexual demands may mean jeopardizing her future, her career, her grades. In the case of working women, the decision to simply quit a job is a luxury she may not be able to afford.

How Widespread Is Sexual Harassment?

Sexual Harassment in Employment

Prior to 1976, there were few reliable statistics on the incidence of sexual harassment. Most of the data collected since then has focused on women in the workplace. A *Redbook* magazine survey of 9,000 clerical and professional women provided the first national data: 92% of the respondents had experienced overt physical harassment, sexual remarks and leering, with the majority regarding this behavior as a serious problem at work; nearly 50% said that they or someone they knew had quit or been fired because of harassment; and 75% believed that if they complained to a supervisor, nothing would be done. In a study conducted in New York by the Working Women United Institute, 70% of those surveyed said they had been harassed. A U.S. Naval officer who distributed questionnaires to women at a Navy base and in the nearby town of Monterey, California, found that 81% of the women who participated in the survey had experienced some form of sexual harassment. Similarly, an Ad Hoc Group on Equal Rights for Women at the United Nations documented the problem of sexual harassment at the U.N. Numerous articles as well as court cases confirm that the problem of sexual harassment in the workplace may be far more extensive than previously realized.

Sexual Harassment on Campus

The suit against Yale University for sexual harassment has raised the issue as to the extent of such problems on campus. If the examples cited at the beginning of this paper were merely exceptions to women's experiences as students, one might simply attribute these problems to an unfortunate situation in an otherwise fair and responsible work environment. But what if they are not exceptions? What if sexual harassment is a common occurrence?

- The Association for Women in Science, a national organization for women professionals and scientists, reported earlier this year that among those who attended its annual conference in Washington, DC—all recent Ph.D. recipients—a substantial number reported in their group sessions that as students and as professionals, they had experienced sexual harassment by men who were in a position to affect their careers. None had discussed the subject publicly before, and most had not realized how widespread the problem is.[2]
- In 1977, Donna Benson, a social science major at the University of California at Berkeley, distributed a questionnaire to one-sixth of the female graduate student population. Of the over 50% who returned the questionnaire, 20% stated that they had received sexual attentions, either as sexual remarks, touching, or propositions, from their professors. Most responded that they were bewildered or confused about how to deal with the situation.

Although the data concerning the scope of the problem on campus is slim, it seems likely that the campus is not exempt

from the hidden but serious problems of sexual harassment. Women as students, staff and faculty are affected, but often are silent.

A college professor wields considerable influence over a student's academic success and future career. A teacher's assessment of a student may in a very real sense affect her "life's chances." Students depend upon their professors for grades, recommendations, job referrals, and research-related opportunities. Graduate students, in addition, rely on their professors for opportunities to attend special seminars and conferences and to co-author research papers, for introductions to colleagues in the field, for sponsorship in informal and formal academic societies and professional associations, and for recommendations for grants, fellowships, and faculty appointments. The female graduate student's working relationship with a faculty member is developed on a one-to-one basis within small seminars, research projects, independent study, and tutorials. The professor serves as an academic advisor, and is a key figure in her academic progress. As the job market tightens and competition for employment opportunities intensifies, faculty influence increases.

When harassment occurs, often the woman is unsure whether a real injustice has been committed, for the aggressor may make light of it, or pretend that she initiated the encounter. A graduate student complained to her college counselor as follows:

> "What was it that I did that led him to believe I was interested in him in anything but a professional sense? I am quite outgoing and talkative; could that be interpreted wrongly? I realized how utterly vulnerable I was in a situation like this. He is an immensely powerful person with many contacts and if I insult him, he can harm me and my career in a hundred different ways. Everything that happened would be interpreted in his favor, if it ever came public. It would be said that I got my signals wrong, that he was just truly interested in helping me in my career. I realized that should he try to hurt my professional advancement as a result of this kind of situation, there would be no person or formal mechanism to carry my grievances, no person I could complain to that would have any real power to help me. I was left feeling frustrated and defenseless. . ."[3]

Lorna Sarrel, co-director of the Yale Human Sexuality Program, believes that some forms of sexual harassment in the classroom would be better described as "psychological coercion." With more women than ever aspiring to advanced degrees and specific career goals, grades become exceedingly important. Sarrel points out, however, that students tend to overestimate the authority and power of their professors. The professors in turn know this, and some may take unfair advantage of their position. The following example is typical: Bonnie, a senior at a small college was an "A" student who earned the praises of her teachers. One of her professors propositioned her, and she refused. "The next semester he lowered my grade," Bonnie complained, "although my test scores improved. Now I'm afraid he would write me a bad letter of recommendation unless I sleep with him."[4] Although a teacher is rarely explicit about retaliation of a student who turns down his sexual invitation, the student nevertheless fears academic reprisal.

One student admitted that she will simply find another professor to write her law school recommendation. "What good would my complaints do? Professor R. is famous, has tenure, adds to the reputation of his department. If he denies what I say, whom would they believe, him or me? I would endanger my own future by complaining."[5] A graduate student who answered the Berkeley questionnaire stated that although the professor was her mentor, she had to "discontinue this important relationship."

As a result of not returning a professor's unwanted attentions, one student, also in the Berkeley survey, reported that she was "unable to get proper attention" to her requests, while another stated that her professor "became more critical" of her work.

Sexual harassment takes an emotional toll as well. A wide range of symptoms has been reported by victims of harassment: insomnia, headaches, neck and backaches, stomach ailments, decreased concentration, diminished ambition, listlessness, and depression. Sexual coercion makes the educational atmosphere intolerable, forcing the student, in many cases, to withdraw from a course of study or change her career plans. But the overwhelming feeling is that of helplessness–knowing that if one complains, nothing will likely be done or worse yet, she will be labeled a "troublemaker."

Why are women reluctant to talk about sexual harassment?

The answers are many. Like rape, sexual harassment has been a hidden problem, treated as a joke, or blamed on the victim herself. Because of a long history of silence on the subject, many women feel uncomfortable, embarrassed, or ashamed when they talk about personal incidents of harassment. They are afraid that it will reflect badly on their character, or that they will be seen as somehow inviting the propositions. "Because we have been wrongly taught to feel it is somehow our fault," say Susan Meyer and Karen Sauvigne, founders of the Working Women United Institute, "we rarely tell our friends, husbands, or family when it happens."[6]

When women *do* speak out, they are often ignored, discredited, or accused of "misunderstanding" their superior's intentions. Many women attribute their silence to practical considerations. Only 18% of the women in the Working Women United Institute survey stated that they complained about the harassment. The most common reasons given for not reporting the incidents were that they believed nothing would be done (52%), that it would be treated lightly or ridiculed (43%), or that they would be blamed or suffer repercussions (30%).

Because most women fail to publicize their complaints, either formally or informally, university officials may believe that the absence of complaints indicates the absence of a problem. In an interview published in a student newspaper, a dean of students stated that no women students had ever complained to him about being propositioned by male professors. In the same article, the president of the university stated that "we have no evidence of anything like that going on."[7] A faculty member at the same institution commented that "to be a teacher is to be a person with power. It is difficult to ignore the admiration many of your students feel about you, and I admit that I have used this power for selfish means."[8]

Certainly not all women students experience harassment nor do most professors proposition their students. Some students and faculty do not regard sexual harassment as a problem. Others may not believe it exists. The question of teacher-student sex is a delicate issue. Some are quick to point to the apparently "seductive" behavior of some female students. Yet, a humanities professor summed up the problem this way: "Those of us who teach college deal with young people when they are most physically beautiful, most open to new thought and experience. All the while we get older. It's quite a lure."[9]

Some college and university administrators feel that regardless of whether teacher-student sexual relations occur, it's nobody's business. Yet to the individual who feels coerced into such a relationship, the problem may be overwhelming, especially since few universities have a formal channel for her to complain. Given both the desire to do well in one's academic field and the seriousness of the charge of sexual harassment, most women find themselves in a rather untenable position.

Sexual harassment is not, of course, solely a women's issue. Both men and women–students and faculty–suffer under a

system that fails to provide established remedies. An indirect result of sexual harassment on campus is that some male teachers may be so cautious or concerned about the possible implications of a friendship with their female students that the women are shut out from the friend/teacher relationships that provide an invaluable learning experience for male students. The result is that female students are afforded less academic opportunity than their male peers, and fewer opportunities to obtain good job recommendations. A law student who participated in the sexual harassment survey at the University of California at Berkeley wrote that "the male law school teachers ignore female students. . .This means that we are afforded less academic opportunities than male students. . .The only teacher I know somewhat well is a woman. I think the only remedy for this is to hire more women law professors. . ."[10] It appears that whether they are confronted with sexual propositions or are left alone because of the potential for them, women are inhibited in their pursuit of educational and professional goals.

SEXUAL HARASSMENT AND THE LAW

Sexual harassment is an emerging legal issue: harassment raises many questions which the courts must answer. This section is not intended as a comprehensive survey of the litigation but aims only to highlight some of the evolving legal trends.

A key issue is whether or not sexual harassment is a violation of laws which prohibit discrimination, such as Title VII of the Civil Rights Act which prohibits employment discrimination based on sex,[11] and Title IX of the Education Amendments which prohibits sex discrimination in federally assisted education programs.

Is Sexual Harassment of Employees Sex Discrimination a Violation of Title VII of the Civil Rights Act?

Several lower courts have ruled that harassment *is* a violation of Title VII of the Civil Rights Act, while others have ruled to the contrary. Ultimately the Supreme Court may have to rule on whether sexual harassment is merely the "attraction of males to females, and females to males" and therefore merely "a private matter," or whether such harassment constitutes a discriminatory term or condition of employment based on sex.

One lower court described a supervisor's action as a personal "proclivity, peculiarity or mannerism," and therefore not a violation of Title VII. [*Corne v. Bausch and Lomb, Inc.*, ¶390 F. Supp. 161 (D. Ariz. 1975).]

However, at least three circuit courts have ruled to the contrary. The Fourth Circuit ruled that an employer who has a policy or acquiesces in a practice of compelling female employees to submit to the sexual advances of male supervisors is in violation of the Title VII. [*Garber v. Saxon Business Products, Inc.*, 552 F. 2d 1032 (4th Cir. 1977).]

(However the court's opinion implied that sexual harassment would not have been considered discrimination if both men and women were harassed.[12]) Similarly, in a case involving the Environmental Protection Agency, the U.S. Court of Appeals at Washington, DC ruled that women cannot be denied promotion or employment because they refuse to give sexual favors to superiors, i.e., retallation is sex discrimination. [*Barnes v. Costle*, 561 F.2d 983, (D.C. Cir. 1977).]

Additionally, the Third Circuit ruled that by requiring a female employee to submit to the sexual advances of a supervisor, the employer had imposed a "term and condition of employment unlawfully based on sex." [*Tomkins v. Public Service Electric and Gas Co.*, 422 F. Supp. 553, 555 (D.N.J. 1976) upheld 3rd Cir. December 7, 1977.]

Can an Employer Ignore Complaints of Sexual Harassment?

At least two cases have been heard on this issue, with both concluding that an employer has an affirmative duty to investigate complaints of sexual harassment to deal appropriately with offending personnel. When an employer has knowledge that a supervisor has conditioned an employees' job status on a favorable response to sexual demands, and does not take appropriate action, the employer is in violation of Title VII. [See *Munford v. James T. Barnes and Co.*, 16 EPD ¶8233 and *Tomkins v. Public Service Electric and Gas Co.*, 422 F. Supp. 553, 555 (D.N.J. 1976) upheld 3rd Cir. December 7, 1977.]

Can Damages Be Awarded to Persons Successfully Claiming Sexual Harassment?

Several courts have awarded back pay. In a case involving a U.S. Department of Justice employee, the court awarded $15,000 back pay and ordered all negative evaluations to be expunged from the worker's record. [*Williams v. Saxbe*, 413 F. Supp. 654, 657 (D.D.C. 1976).]

Damages of back pay were also awarded to a black woman employed by the Environmental Protection Agency whose claim of sexual harassment was upheld. [*Barnes* v. *Costle*, 561 F. 2d 983, D.C. Cir. 1977.] Whether punitive damages can also be awarded, in addition to damages for pain and suffering, is not clear.

Is Sexual Harassment of Students a Violation of Title IX?

Sexual harassment of students may constitute a violation of Title IX, according to a December 12, 1977 decision by a federal magistrate in a preliminary hearing on a lawsuit brought against Yale University. The ruling, which permits the case to go to trial, also held that private civil suits may be brought by individuals under Title IX.

Using reasoning developed in the context of employment discrimination cases, the opinion states that ". . .academic advancement conditioned upon submission to sexual demands constitutes sex discrimination in education." While the law suit against Yale is yet to be decided on its merits, this preliminary ruling is significant because of the potentially far-reaching implications of the determination that sexual harassment can constitute sex discrimination against students under Title IX.

The case involves an undergraduate who alleges that she was offered an "A" in a course in her major field of study if she would agree to her professor's sexual proposition. She declined, and complained about the incident both orally and in writing to Yale officials, including her college dean. She received a "C" in the course which she claims is retaliation for her refusal and not a fair representation of the quality of her work. The student is asking that the "C" grade be removed from her transcript pending a full investigation of her complaint.

The student claims that Yale University's "failure to combat sexual harassment of female undergraduates and its refusal to institute mechanisms and procedures to address complaints and make investigations of such harassment interferes with the educational process and denies equal opportunity in education." Yale has denied the charges.

The student was originally joined in her suit by a Yale classics professor who believed his teaching efforts to be hampered by feelings of distrust of male faculty among female students. He claimed that faculty members' "professional effectiveness in teaching and in engaging in the pursuit of knowledge with students is seriously impaired by the contamination of the faculty/student relationship created by (Yale's) tolerance of sexual pressures, which creates detrimental distraction in women students and generates an atmosphere of distrust unconducive to teaching and learning."[13] His charges along with those of four other students who had also joined the suit were dismissed because their charges were "untenable," "moot," or "inadequate."

The case, which represents the first court case under Title IX involving sexual harassment will have far reaching implications when finally resolved.

Title IX and Grievance Procedure

The Yale lawsuit asked for a formal grievance procedure to handle complaints of sexual harassment. Additionally in November 1977 the Yale Undergraduate Women's Caucus Grievance Committee presented petitions signed by 1200 students, faculty and staff to then Acting President Hanna H. Gray, requesting "that Yale University set up an adequate grievance procedure to investigate the problem of sexual harassment and take appropriate action when necessary."

The absence of a formal administrative procedure for bringing complaints to the attention of responsible officials may violate Title IX. Under Title IX, institutions receiving federal financial assistance must adopt grievance procedures for complaints of sex discrimination, although individuals may opt not to use the procedures and can instead file directly with the Department of Health, Education and Welfare (HEW). Thus far, HEW has not received any complaints of sexual harassment under Title IX, nor has HEW ruled whether or not grievance procedures must encompass complaints of sexual harassment. Should the court rule that sexual harassment is discrimination covered by Title IX, institutions probably will be required to develop grievance procedures to handle such complaints.

Some Other Legal Issues

Several legal aspects of sexual harassment are not yet clear, such as the following:

- Does the Executive Order, banning federal contractors from discriminating in employment, cover sexual harrassment?
- If a woman quits or is fired because of sexual harassment, can she collect unemployment insurance?
- Do state labor relations boards and the National Labor Relations Board have jurisdiction? (These boards would not handle sexual harassment cases but might be involved if a person loses a job or suffers some form of retaliation.)
- Can students and/or employees file charges of assault and battery? (A Massachusetts dentist who kissed a patient without warning was convicted and fined $1000 plus interests and costs in May 1977 by a Boston municipal judge.)
- Are rape laws, as well as assault with intent to rape applicable?
- Are sexual abuse laws relevant? (In November 1977 a man who pinched a woman's backside in a New York subway was convicted when a judge ruled that "buttocks are an intimate part of a person" and therefore covered by the state's sexual abuse laws.)
- If criminal laws apply, can an institution be charged with "aiding and abetting" if it ignores complaints and has no grievance procedures?
- Can a woman sue, under common law, for damages resulting from intentional infliction of severe emotional distress?
- Can a male faculty member claiming he was forced to resign because of rumors of sexual harassment of a woman student sue an institution? (New York Law School is being sued for $1 million by a former professor who denies misconduct and claims he was not allowed to be heard or confront witnesses during the school's investigation. The school denies the charges.)[14]

Additionally, state laws covering harassment are likely to be introduced in the near future and will bear watching. In Wisconsin, legislation has been introduced to allow employees to sue employers for damages, reinstatement and back pay under the state's Fair Employment Practices Act.

IMPLICATIONS FOR INSTITUTIONS: WHAT CAN BE DONE TO DEAL WITH SEXUAL HARASSMENT?

Although the issue of sexual harassment is still a comparatively new one, it is being treated with increasing seriousness by the courts, government agencies, and academic institutions. Women's groups have suggested a number of ways to address the problem of sexual harassment. Although all of these may not be appropriate for every institution, they are likely to be helpful in alleviating the problems.

- *Development of clear policy prohibiting sexual harassment.* Such a policy might help eliminate some instances of sexual harassment.
- *Development of a grievance procedure to handle complaints.* The procedure need not be identical to other grievance mechanisms if not appropriate. Institutions might find a two step procedure helpful: a mechanism to resolve complaints informally, followed by a formal procedure if the first procedure has been unsuccessful. Institutions might also develop different procedures for students and for employees. Individuals who wish to pursue a grievance are likely to go to court if the institution has no procedure for them to use.
- *Development of union grievance procedures.*
- *Public communication of the policy and procedures to students, staff and faculty.*
- *Documentation of the problem* by survey, hearings, meetings or other means. Bringing sexual harassment into the public arena will build support for institutional policies and procedures.
- *Development of a faculty code of conduct.*
- *Inclusion of policy language in affirmative action plans and in union contracts* such as agreeing "to afford protection to male and female employees alike against unfair abuse of sexual privacy."
- *Pamphlets advising women students and employees* of their rights as well as advice on how to handle, and where possible avoid, sexual harassment. Such a pamphlet could be developed by a campus committee on the status of women or a women's center.
- *Pamphlets advising men students, staff and faculty* about the nature of sexual harassment and its legal implications.
- *Inclusion of materials on sexual harassment in courses on human sexuality.*
- *Inclusion of materials on sexual harassment in student handbooks.*
- *Training of counselors and other student personnel* to deal with sexual harassment issues raised by students.
- *Establishment of a 24-hour crisis hotline* to provide counseling and referral services to students concerned with the problem of sexual harassment. This could be sponsored by a campus counseling center or women's group.
- *Campus-wide conference or speakout* organized by students, staff and/or faculty to sensitize the academic community to the issue of sexual harassment.

Additionally, research is needed to analyze the causes, extent and remedies concerning sexual harassment on campus.

The problem of sexual harassment will not go away, nor are there easy answers. The issues are complex and not readily resolved. Equity and fairness mean that the problem can no longer be hidden and that institutions move forward to bring about a better climate for its women students and employees.

ORGANIZATIONS WHICH HAVE WORKED ON THE ISSUE OF SEXUAL HARASSMENT

Alliance Against Sexual Coercion (AASC)
P.O. Box 1
Cambridge, MA 02139

Provides counseling and referral services concerning sexual harassment in the workplace and on campus. A literature packet is available for a $2.00 donation.

Cambridge Women's Center
46 Pleasant Street
Cambridge, MA 02139

Sponsors a Women Against Violence Against Women (WAVAW) Project; provides counseling and referral services.

Cleveland Women Working
1258 Euclid Avenue
Cleveland, OH 44115

Membership organization for women office workers; provides counseling and referral services; monitors employment trends; makes recommendations to government agencies, and operates a speaker's bureau.

9 to 5
YWCA
140 Clarendon Street
Boston, MA 02116

Provides counseling and referral services for women experiencing employment-related problems; monitors employment practices in the major industries; conducts surveys on employment opportunities for women.

Stop Sexual Abuse of Students
c/o Chicago Public Education Project
American Friends Service Committee
407 S. Dearborn Street
Chicago, IL 60605

Addresses the problem of sexual harassment and abuse in the elementary and secondary schools. The group is presently gathering data on the incidence and scope of the problem; has established two 24-hour hotlines to provide crisis counseling and referral. An information sheet is available for $.50.

Vocations for Social Change (VSC)
353 Broadway
Cambridge, MA 02139

Assists victims of sexual harassment in the workplace with job counseling, legal options, and employment compensation.

Working Women United Institute (WWUI)
593 Park Avenue
New York, NY 10021

Conducts research on sexual harassment in employment, conducts workshops and educates the public and employers on this issue. Staff available for speaking engagements. Send for checklist, $1.00 prepaid.

FOOTNOTES

1. Although there may be instances of a female professor propositioning male students or a homosexual professor harassing gay students, there is little or no evidence to show that these are more than isolated cases.
2. "Conference on the Participation of Women in Scientific Research." *The Association for Women in Science Newsletter*, Vol. 7, No. 1, January/February 1978, pp. 5-6.
3. "Some Thoughts on Counseling Women Who Perceive Themselves to be Victims of Non-actionable Sex Discrimination: A Survival Guide" by Eileen Shapiro. *Leadership and Authority in the Health Professions*, University of California Press, 1977.
4. "Seduction in Academe" by Adrienne Munich. *Psychology Today*, February, 1978, p. 83.
5. *Ibid*, p. 84.
6. "The Working Woman: Sex Harassment" by Letty Cottin Pogrebin. *Ladies Home Journal*, June 1977, p. 24.
7. "Student-Faculty Sex, A Pleasure, A Curse," *The Phoenix*, November 8, 1973, p. 3.
8. *Ibid.*
9. *Psychology Today*, p. 84.
10. "UC Women Claim Sexual Coercion." *San Francisco Examiner*, July 21, 1977.
11. Title VII also prohibits employment discrimination based on race, color, religion and national origin. All educational institutions are covered, whether or not they receive federal funds.
12. In a case involving the U.S. Department of Justice the court upheld a claim of sexual harassment but reasoned somewhat differently, stating that it would also be a case of sexual discrimination if a female supervisor imposed upon a male employee or if a homosexual supervisor imposed upon a worker of the same sex. [*Williams v. Saxbe*, 413 F. Supp. 654, 657 (D.D.C. 1976).]
13. *Alexander v. Yale University*, Second Amended Complaint.
14. *The Chronicle of Higher Education*, January 23, 1978.

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